

IIM Trichy Research Seminar Series

Central to the academic life is the spirit of enquiry, conversation and debate. The primary intention of the IIM Trichy Research Seminar Series is to nurture this spirit amongst the Fellow Program (FP) community. This initiative was conceptualized by and is administered by the FP students.



Session 11

Date: 27th September 2019, Venue: CR013, Time: 3:00 PM

Three decades of Human Resource Management Research: A Scientometric Analysis of the International Journal of Human Resource Management, 1990-2018






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Category: Conference Paper

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Abstract

Human resource management research field has grown tremendously in the last five decades and it has become a humungous task for the scholars in the HRM field to peruse this vastocean of information. This paper provides a detailed overview of the HRM research in the last three decades addressing questions on the intellectual, conceptual and productivity aspects of the published work in the HRM field. International Journal of Human Resource Management, a well acclaimed HRM journal was chosen as a representative sample of the population of HRM journals. Scientometric analysis was deployed for extracting the keyword patterns, influential papers, citations, influential authors, country and institutional productivity from the journal. A total of 2127 relevant research articles from 1990 to 2018 have been analysed, manually for the first decade and using metadata extracted from web of science database for the second and third decade for this study. Results indicate shift in research themes from manufacturing to service oriented concerns, increased focus on performance, more collaborative research and increased contribution from non-English speaking countries. The findings will aid researchers and practitioners alike in understanding the HRM research history, trace the paths undertaken so far and set the tone for future research.

<u>Broad Theme of Discussion</u>	<u>The Inquisitives</u>
<ul style="list-style-type: none"> • IJHRM Affiliation & its impact on manuscripts published • Institution productivity analysis and its contribution to the overall theme of the paper 	 <p><i>Mueen (Strategy)</i></p>
<ul style="list-style-type: none"> • The normalized score and their significance 	 <p><i>Jitesh (Strategy)</i></p>
<ul style="list-style-type: none"> • Decade wise mapping and comparison 	 <p><i>Sumit (Finance Area)</i></p>
<ul style="list-style-type: none"> • In depth analysis for reasons behind more publications citations and rankings 	 <p><i>Rahul (OB & HRM Area)</i></p>
<ul style="list-style-type: none"> • Publishing data on public platform to prove its credibility and ensure replicability 	 <p><i>Rupesh (Finance Area)</i></p>